

# Maximizing the Elementary and Secondary School Emergency Relief Fund

*A 3-year Plan to Accelerate Learning and Overcome COVID Related Learning Loss Through Increased Support for Students and School Communities*



## **FORECASTED REVENUE**

**ESSER I - \$4.7 million SPENT**

**ESSER II- \$17.8 million**

**ESSER III- \$40.2 million ESTIMATED**

## **ELIGIBLE EXPENSES**

**\*Same as ESSER 1 which is any allowable activity under ESSA grants**

**\*Improvements to school ventilation systems**

**\*Addressing unfinished teaching and learning/learning loss**

**\*To prevent, prepare for and respond to impacts of covid 19**

## **APPLICATION PROCESS**

- Create plan
- Vet with School Committee and community
- Prepare the actual application including the budget, narrative and other documents,
- Wait for approval
- Get SC permission to spend
- Set up in Munis to start spending

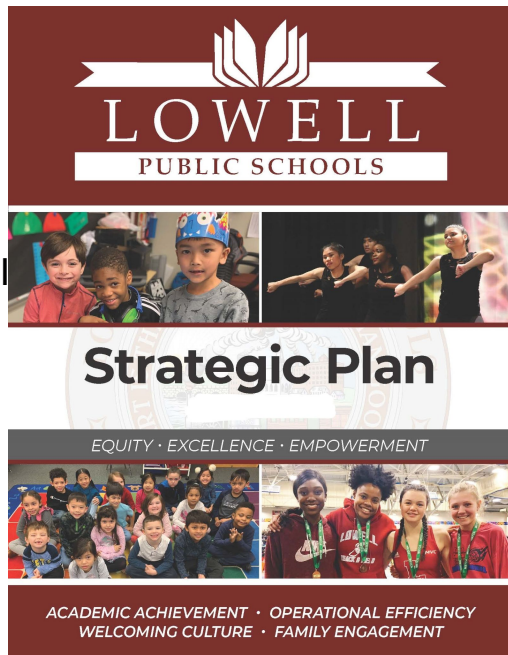
## **STAKEHOLDER ENGAGEMENT**

- Vetted with nearly 400 parents, teachers, principal and community partners
- School site council process
- Community Forums
- Public Hearings
- School Committee input



## Guiding Principles for ESSER II and III Resource Allocation

1. **Strategic Alignment.** Overcoming gaps in student learning due to COVID-19 will require multiple years of support and intervention that can only be accomplished through intentional and strategic alignment of priorities with the District's overarching plan for systemic improvement.
2. **Research Based.** Achieving the maximum benefit of each investment requires a disciplined approach toward implementation of interventions that are supported by empirical evidence.
3. **Focus on Equity.** The impact of COVID-19 has varied across students, schools and communities. Resources will be targeted toward students and schools with the greatest needs.
4. **Community Involvement.** Input, thought-partnering and feedback-gathering from the people who are closest to our children and know them by name, strength and need - parents, teachers, support staff and other stakeholders - is essential to building an effective plan for accelerating learning in the classroom.
5. **Responsible Fiscal Management.** ESSER II and III represent non-recurring revenue that will create a fiscal cliff for the District at the conclusion of the grant cycle. Mitigating the impact of this inevitable cliff requires a multi-year budget strategy with prioritization of high-impact, non-recurring investments.



## Core Beliefs:

- A high-quality education is a fundamental civil right of every child.
- Teaching and Learning is the core of our work.
- Parents are our partners.
- Sustainable school improvement requires hard and steady work over time.
- Every adult in the system is accountable for the success of all students; the entire community is responsible for their success.

## Strategy:

- Employing differentiated levels of autonomy.
- Implementing systemic and instructional alignment.
- Empowering students and families through choice.
- Ensuring reciprocal accountability by all stakeholders.

## Fundamental Commitments:

- Eliminate the racial, ethnic and linguistic achievement and opportunity gaps among all students.
- Provide equitable funding and resources among the district's diverse schools.
- Engage all families with courtesy, dignity, respect and cultural understanding.

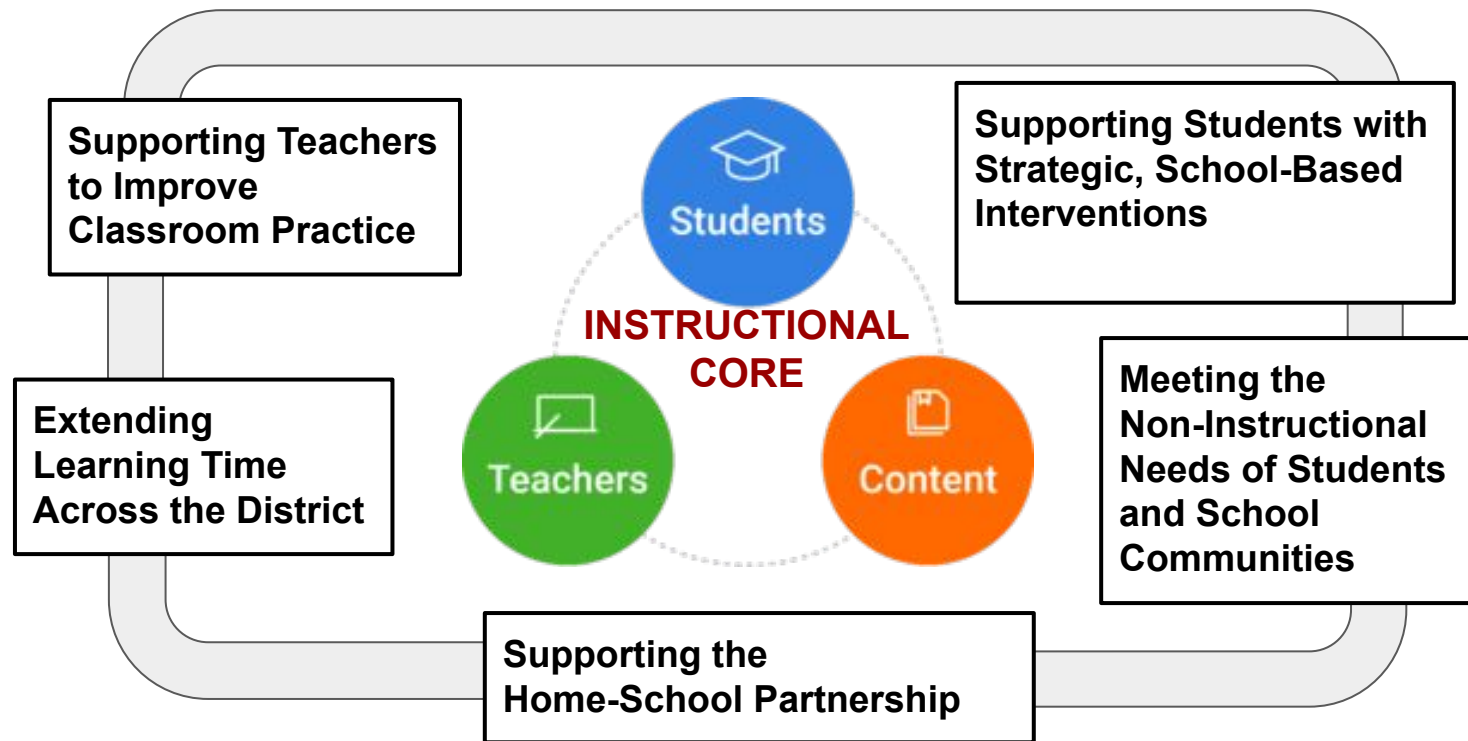
## Goals:

- Improve Academics and Student Achievement at Every School Site
- Improve operational efficiency across the system
- Ensure that every school enjoys a safe and welcoming culture
- Increase community engagement and empower families as partners



Lowell Public Schools

# A Multi-Tiered Support System to Accelerate Student Learning



				Year 1		Year 2		Year 3	
				ESSER II	ESSER III	ESSER II	ESSER III	ESSER II	ESSER III
High Quality Teach Page 9		PD- 1 hr per week	\$ 2,297,610.00			\$ 2,297,610.00			\$ 2,297,610.00
High Quality Teach Page 9		CLSP Coordinator	\$ 100,000.00			\$ 100,000.00			\$ 100,000.00
High Quality Teach Page 5		Deputy CAO	\$ 130,000.00			\$ 150,000.00			\$ 150,000.00
High Quality Teach Page 9		Academic Coaches (3)	\$ 300,000.00			\$ 300,000.00			\$ 300,000.00
High Quality Teach Page 9		PD - 2 additional days	\$ 939,072.00			\$ 939,072.00			\$ 939,072.00
High Quality Teach Page 9		Data Inquiry Facilitators (3)	\$ 313,200.00			\$ 313,200.00			
Strategic Interventi Page 11		Increase SBB pool \$4m/	\$ 4,000,000.00			\$ 4,000,000.00			\$ 4,000,000.00
Strategic Interventi Page 11		Social Worker (1)/Moody	\$ 117,000.00			\$ 117,000.00			\$ 117,000.00
Strategic Interventi Page 5		VA Administrator	\$ 120,000.00						
Strategic Interventi Page 7		VA 16 Teachers	\$ 1,560,000.00						
Strategic Interventi Page 11		VA Guidance Counselor	\$ 110,000.00						
Strategic Interventi Page 11		VA Social Worker	\$ 117,000.00						
Extended Learning Page 8		Twilight Program	\$ 1,700,000.00			\$ 1,700,000.00			\$ 1,700,000.00
Extended Learning Page 8		Summer Program	\$ 700,000.00			\$ 800,000.00			\$ 900,000.00
Extended Learning Page 13		Summer Program Trans	\$ 400,000.00			\$ 400,000.00			\$ 400,000.00
Non-Instructional Page 3		Director of Technology	\$ 120,000.00			\$ 139,200.00			
Non-Instructional Page 10		Digital Investment	\$ 1,500,000.00			\$ 750,000.00			
Non-Instructional Page 15		HVAC Investment	\$ 14,960,048.00						
Non-Instructional Page 15		Districtwide Safety Specialist	\$ 139,200.00			\$ 139,200.00			\$ 139,200.00
Non-Instructional Page 16		Fringe for New Positions	\$ 264,600.00						
Non-Instructional Page 5		Coordinator of Research, Testing & Asse	\$ 115,000.00			\$ 115,000.00			\$ 115,000.00
Non-Instructional Page 5		Director of Alternative E	\$ 120,000.00			\$ 130,000.00			\$ 130,000.00
Non-Instructional Page 3		Clerk	\$ 48,000.00			\$ 59,000.00			\$ 59,000.00
Non-Instructional Page 12		Student Outreach Liaisc	\$ 61,000.00			\$ 61,000.00			\$ 61,000.00
Non-Instructional Page 11		School Climate Speciali	\$ 420,000.00			\$ 159,674.00	\$ 327,526.00		\$ 487,200.00
Parent Engagemer Page 12		Bilingual Parent Liaison	\$ 350,000.00			\$ 350,000.00			\$ 350,000.00
Parent Engagemer Page 12		Parent Leadership Institute Director	\$ 120,000.00			\$ 140,000.00			\$ 140,000.00
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Parent Engagemer Page 12		Parent Leadership Institute Supplies	\$ 85,600.00			\$ 85,600.00			\$ 85,600.00
Parent Engagemer Page 12		FRC Parent Ombudsme	\$ 48,000.00			\$ 59,000.00			\$ 59,000.00
			\$ 10,911,610.00	\$ 20,618,120.00		\$ 6,822,484.00	\$ 7,083,998.00	\$ -	\$12,804,082.00
			ESSER II	\$ 17,734,094.00					
			ESSER III	\$ 40,506,200.00					
				\$ 58,240,294.00					



## ESSER Targeted Investment: **Extended Learning Time for Students**

*{Aligned LPS Strategic Goal: Improve academics and student achievement at every school site}*

**Additional learning time within the standard school calendar and outside of the school day are required to account for COVID-related losses in academic time which included a reduction from the standard 180 days to 170 days for all students in SY20/21 as well as inconsistent daily attendance and engagement levels for students who experienced difficulty in the remote environment.**

*Planned investment from ESSER 2: \$5,700,000*

*Projected investment from ESSER 3: \$3,000,000*

**TOTAL: \$8,700,000**





# Extended Learning Time for Students



**3 full days per year of additional learning time will be added for ALL students in the District** - totaling **9 additional school days** over the three-year grant cycle - without shifting the start or end dates of the overall school calendar.

The **after-school program will be expanded to include programs at every school in the District** and enrollment capacity will be expanded with space available for every student who is identified at each school as requiring additional academic support and every additional family who opts for **an extended school day**.

The **summer program will be expanded to include programs at every school in the District** and enrollment capacity will be expanded with space available for every student who is identified at each school as requiring additional academic support and every additional family who opts for **an extended school year**.





# Extended Learning Time for Students

			Year 1		Year 2		Year 3	
			ESSER II	ESSER III	ESSER II	ESSER III	ESSER II	ESSER III
Extended Learning	Page 8	Twilight Program	\$ 1,700,000.00		\$ 1,700,000.00		\$ 1,700,000.00	
Extended Learning	Page 8	Summer Program	\$ 700,000.00		\$ 800,000.00		\$ 900,000.00	
Extended Learning	Page 13	Summer Program Transpor	\$ 400,000.00		\$ 400,000.00		\$ 400,000.00	
			\$ 2,800,000.00		\$ 2,900,000.00		\$ 3,000,000.00	
			ESSER II	\$ 5,700,000.00				
			ESSER III	\$ 3,000,000.00				
				\$ 8,700,000.00				



## ESSER Targeted Investment: **Supporting Students with Strategic, School-Based Interventions**

*{Aligned LPS Strategic Goals: Improve academics and student achievement at every school site;  
Ensure that every school enjoys a safe and welcoming culture}*

The impact of COVID-19 has been found to be more significant for some students and more moderate for others with that impact ranging from academic challenges to social and emotional wellness, requiring school-based resources that can be tailored by school communities to meet the individual needs of each child.

*Planned investment from ESSER 2: \$4,234,000*

*Projected investment from ESSER 3: \$10,024,000*

**TOTAL: \$14,258,000**



# Supporting Students with Strategic School-Based Interventions



## Additional School-Based Positions Will Be Added In SY2021-2022 To Support Students Based on Individual School Needs Assessments and School-Site Council Determinations

- 7- Social Workers
- 8- Teachers (including interventionists)
- 20- Paras
- 1- Instructional Specialist (coach)
- 34- Tutors
- 15- SEL Tutors
- 1- Data Analyst
- 1- Associate Head of School
- 1- Library Media Specialist
- Additional School Based Allocation

*The School-Based Budgeting Process Was  
Completed During the Month of March at All  
LPS Schools*

School Year 21-22 Budget		
Category	Student Weight	Amount
<b>FSF Weights</b>		
All students	543	\$5,300
Economically disadvantaged	354	\$1,055
Homeless	25	\$1,050
Low income/performance	30	\$1,050
Grades Pre-K-3	0	\$1,055
Grade 9	0	\$4,000
ELL below Level 3	30	\$3,000
ELL Level 3 and above	54	\$1,500
SWD substantially separ	15	\$23,000
SWD inclusion/language	105	\$6,500
<b>FSF Baseline</b>		
ELL Baseline		\$0
SWD Baseline		\$0
General Ed Baseline		\$0
<b>Other FSF Policies</b>		
Transition amount		\$18,549
Budget Exceptions		\$0
<b>FSF Total</b>		\$5,028,020
<b>Funding from outside FSF</b>		
Title I		\$ 188,425
Other positions provided outside of FSF		\$ 148,549
ESSER II Supplement		\$ 67,679
<b>Total funding</b>		<b>\$5,442,673</b>

Comparison to previous year budget			
Year	SY20-21*	SY21-22	Projected Change
Enrollment	571	543	-28
FSF Budget	\$5,028,020	\$5,028,020	\$0
Other Funding	\$348,374	\$418,653	\$67,679
<b>Total Budget</b>	<b>\$5,374,993</b>	<b>\$5,442,673</b>	<b>\$67,679</b>
\$ per pupil	\$9,413	\$9,914	\$500

*Note: Total budget above is not exhaustive. E.g., includes psychologists, speech pathologists, occupational therapists, ELL and STEM lead stipends, SGA & Ho-Paraprofessionals*  
*\*Prior year adjusted to reflect salary increases occurred in SY20-21*

**\*\*ESSER  
Supplement  
Added to Each  
School Budget**



# Supporting Students with Strategic School-Based Interventions



## **A Full-Time, Virtual School Will Be Established in SY2021-2022 for Students in Grades 7 to 12 as a Permanent Addition to the District's Alternative School Portfolio**

Next year, we will continue to offer a remote learning option for secondary students, recognizing that a small subset of students perform at a higher level in a remote environment and some students and families may desire to continue with remote learning due to their individual circumstances.

The LPS Virtual School will serve up to 400 middle and high school students with a flexible and rigorous instructional model which includes an embedded Social Emotional Learning (SEL) curriculum and opportunities for individualized, in-person tutoring and support as needed.

*\*\*Virtual Schools require an additional application to DESE beyond the ESSER grant application and are required to undergo a separate application approval process*



# Supporting Students with Strategic School-Based Interventions

			Year 1		Year 2		Year 3	
			ESSER II	ESSER III	ESSER II	ESSER III	ESSER II	ESSER III
Strategic Intervention Page 11	Increase SBB pool \$4m/Soci	\$ 4,000,000.00				\$ 4,000,000.00		\$ 4,000,000.00
Strategic Intervention Page 11	Social Worker (1)/Moody&\	\$ 117,000.00			\$ 117,000.00			\$ 117,000.00
Strategic Intervention Page 5	VA Administrator			\$ 120,000.00				
Strategic Intervention Page 7	VA 16 Teachers			\$ 1,560,000.00				
Strategic Intervention Page 11	VA Guidance Counselor			\$ 110,000.00				
Strategic Intervention Page 11	VA Social Worker			\$ 117,000.00				
		\$ 4,117,000.00	\$ 1,907,000.00		\$ 117,000.00	\$ 4,000,000.00	\$ -	\$ 4,117,000.00
		ESSER II	\$ 4,234,000.00					
		ESSER III	\$ 10,024,000.00					
			\$ 14,258,000.00					



## ESSER Targeted Investment: **Supporting Teachers to Improve Classroom Practice**

*{Aligned LPS Strategic Goal: Improve academics and student achievement at every school site}*

**Relevant and meaningful professional development for teachers has been consistently found to improve student learning with direct correlations documented between teacher quality and student performance across multiple studies**

*Planned investment from ESSER 2: \$5,675,220*

*Projected investment from ESSER 3: \$6,291,226*

**TOTAL: \$11,966,446**



# Supporting Teachers to Improve Classroom Practice



**34 hours per year of additional professional learning time will be added for every teacher and instructional support provider in the District** - totaling more than 100 hours over the three-year grant cycle - to support improvements in teaching and learning.

Additional support will be provided through professional learning for teachers and support staff across the District to **embed culturally and linguistically sustaining practices within the curriculum.**

Targeted support will be added for all schools within the Renaissance Network to improve school-based professional learning through the **implementation of a Collaborative Coaching and Learning model** and the use of data to drive instructional decisions.





# Supporting Teachers to Improve Classroom Practice

			Year 1		Year 2		Year 3	
			ESSER II	ESSER III	ESSER II	ESSER III	ESSER II	ESSER III
High Quality Teacher Page 9	PD- 1 hr per week	\$ 2,297,610.00			\$ 2,297,610.00			\$ 2,297,610.00
High Quality Teacher Page 9	CLSP Coordinator	\$ 100,000.00			\$ 100,000.00			\$ 100,000.00
High Quality Teacher Page 5	Deputy CAO	\$ 130,000.00			\$ 150,000.00			\$ 150,000.00
High Quality Teacher Page 9	Academic Coaches (3)	\$ 300,000.00			\$ 300,000.00			\$ 300,000.00
High Quality Teacher Page 9	PD - 2 additional days			\$ 939,072.00		\$ 939,072.00		\$ 939,072.00
High Quality Teacher Page 9	Data Inquiry Facilitators (3)			\$ 313,200.00		\$ 313,200.00		
		\$ 2,827,610.00	\$ 2,827,610.00	\$ 1,252,272.00	\$ 2,847,610.00	\$ 1,252,272.00	\$ -	\$ 3,786,682.00
			ESSER II	\$ 5,675,220.00				
			ESSER III	\$ 6,291,226.00				
				\$ 11,966,446.00				



## ESSER Targeted Investment: **Meeting the Non-Instructional Needs of Students and School Communities**

*{Aligned LPS Strategic Goal: Ensure that every school enjoys a safe and welcoming culture}*

**Other factors - beyond classroom teaching - can have a significant impact on whether students have access to meaningful learning. School communities which have historically required additional support will need even more resources as they work to reconnect and re-engage students who have been disconnected from the learning environment for extended periods of time through the pandemic. And some school buildings require physical upgrades to create classroom environments that are more conducive to teaching and learning now and into the future.**

*Planned investment from ESSER 2: \$1,317,874*

*Projected investment from ESSER 3: \$19,301,974*

**TOTAL: \$20,619,848**



# Non-instructional Support for Students and School Communities



**A Student Resource Center will be established in SY2021-2022 to recruit and re-engage students who have dropped out of school** through direct outreach to students, families and community-based organizations while also coordinating and aligning services in the District's alternative school portfolio to better meet the needs of our most at-risk students.

**School Climate Specialists will be added to every elementary, middle and K-8 school in the Renaissance Network** to support students who experience challenges with the transition back to an in-person learning environment, ensuring that every school in the Network is safe and welcoming for all students and families.

**Investments in HVAC systems** will be made to further support air quality and enhance temperature control in classrooms and **significant investments in our multi-year Digital Learning Plan** will continue across the District.



# Non-instructional Support for Students and School Communities

			Year 1		Year 2		Year 3	
			ESSER II	ESSER III	ESSER II	ESSER III	ESSER II	ESSER III
Non-Instructional	Page 3	Director of Technology	\$ 120,000.00		\$ 139,200.00			
Non-Instructional	Page 10	Digital Investment		\$ 1,500,000.00		\$ 750,000.00		
Non-Instructional	Page 15	HVAC Investment		\$ 14,960,048.00				
Non-Instructional	Page 15	Districtwide Safety Specialist		\$ 139,200.00		\$ 139,200.00		\$ 139,200.00
Non-Instructional	Page 16	Fringe for New Positions		\$ 264,600.00				
Non-Instructional	Page 5	Coordinator of Research		\$ 115,000.00		\$ 115,000.00		\$ 115,000.00
Non-Instructional	Page 5	Director of Alternative Ed	\$ 120,000.00		\$ 130,000.00			\$ 130,000.00
Non-Instructional	Page 3	Clerk-ReEngagement Center	\$ 48,000.00		\$ 59,000.00			\$ 59,000.00
Non-Instructional	Page 12	Student Outreach Liaison	\$ 61,000.00		\$ 61,000.00			\$ 61,000.00
Non-Instructional	Page 11	School Climate Specialists (€	\$ 420,000.00		\$ 159,674.00	\$ 327,526.00		\$ 487,200.00
			\$ 769,000.00	\$ 16,978,848.00	\$ 548,874.00	\$ 1,331,726.00	\$ -	\$ 991,400.00
			ESSER II	\$ 1,317,874.00				
			ESSER III	\$ 19,301,974.00				
				\$ 20,619,848.00				



## ESSER Targeted Investment: **Supporting the Home-School Partnership**

*{Aligned LPS Strategic Goal: Increase community engagement and empower families as partners}*

**The connection between home and school has historically been found to be an important factor in the success of students in the classroom. That partnership became even more critical in the remote learning environment and will continue to be essential as students transition back to in-person learning in the fall.**

*Planned investment from ESSER 2: \$807,000*

*Projected investment from ESSER 3: \$1,889,000*

**TOTAL: \$2,696,000**



# Supporting the Home - School Partnership



**A Parent Leadership Institute will be established in SY2021-2022 to increase family literacy** through centrally-coordinated, school-based morning, evening and weekend workshops and learning events for parents, guardians and families of students.

**Bilingual Family Liaisons will be added to every school in the Renaissance Network** to support students and families of linguistically diverse backgrounds.

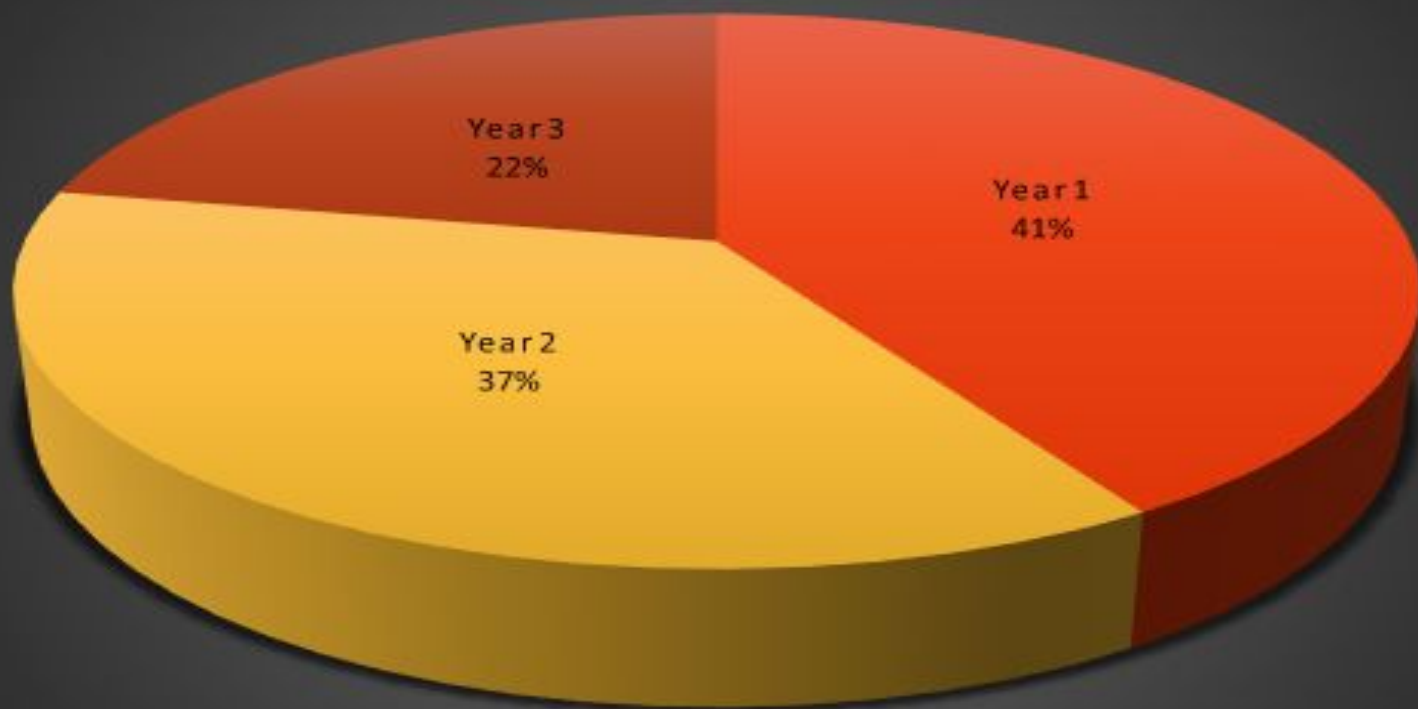


# Supporting the Home - School Partnership

			Year 1		Year 2		Year 3	
			ESSER II	ESSER III	ESSER II	ESSER III	ESSER II	ESSER III
Parent Engagement	Page 12	Bilingual Parent Liaison (7)	\$ 350,000.00		\$ 350,000.00		\$ 350,000.00	
Parent Engagement	Page 12	Parent Leadership Institute Director		\$ 120,000.00		\$ 140,000.00		\$ 140,000.00
Parent Engagement	Page 12	Parent Leadership Institute Stipends		\$ 274,400.00		\$ 274,400.00		\$ 274,400.00
Parent Engagement	Page 12	Parent Leadership Institute Supplies		\$ 85,600.00		\$ 85,600.00		\$ 85,600.00
Parent Engagement	Page 12	FRC Parent Ombudsman	\$ 48,000.00		\$ 59,000.00			\$ 59,000.00
			\$ 398,000.00	\$ 480,000.00	\$ 409,000.00	\$ 500,000.00	\$ -	\$ 909,000.00
			ESSER II	\$ 807,000.00				
			ESSER III	\$ 1,889,000.00				
				<u>\$ 2,696,000.00</u>				

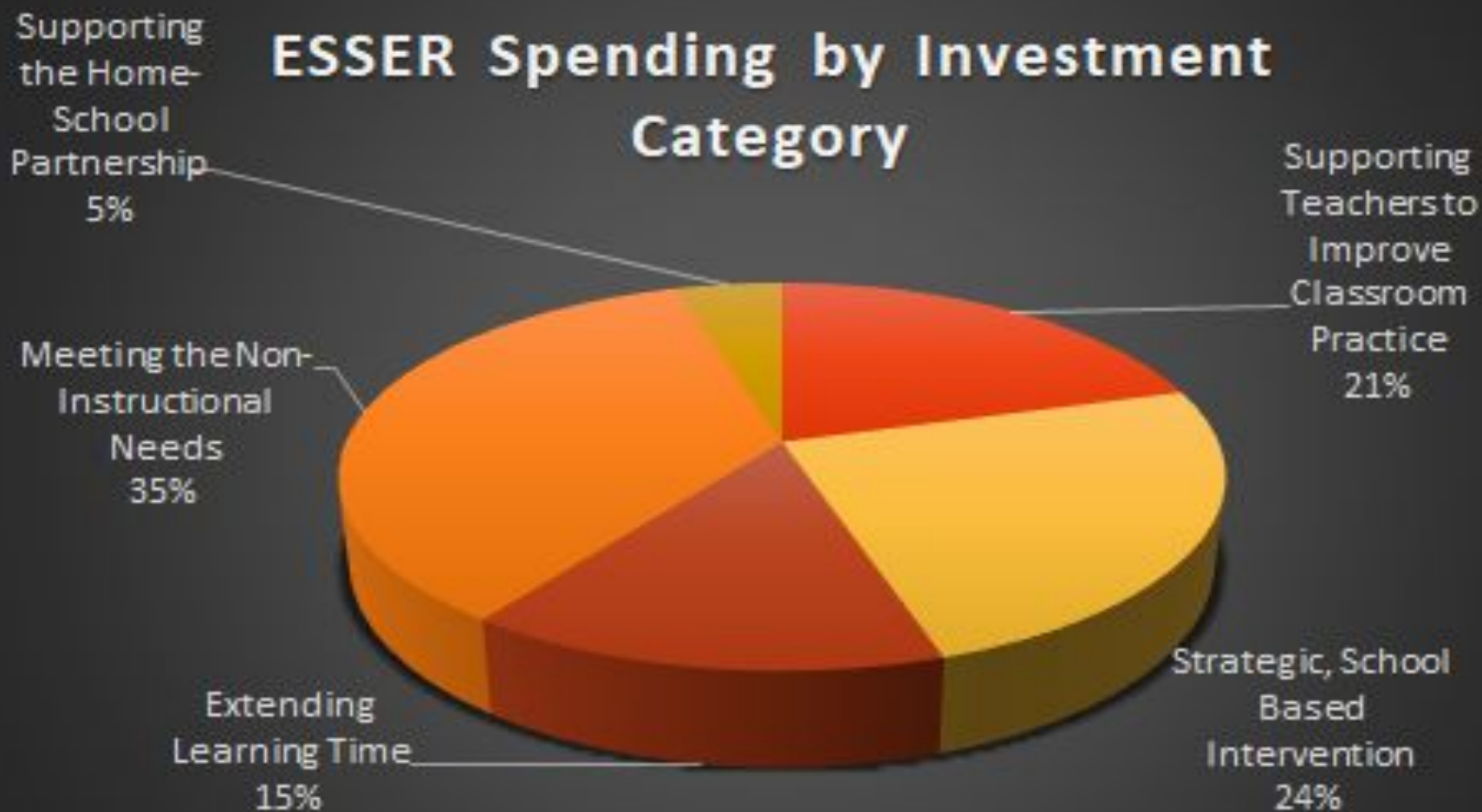


## ESSER SPENDING BY YEAR

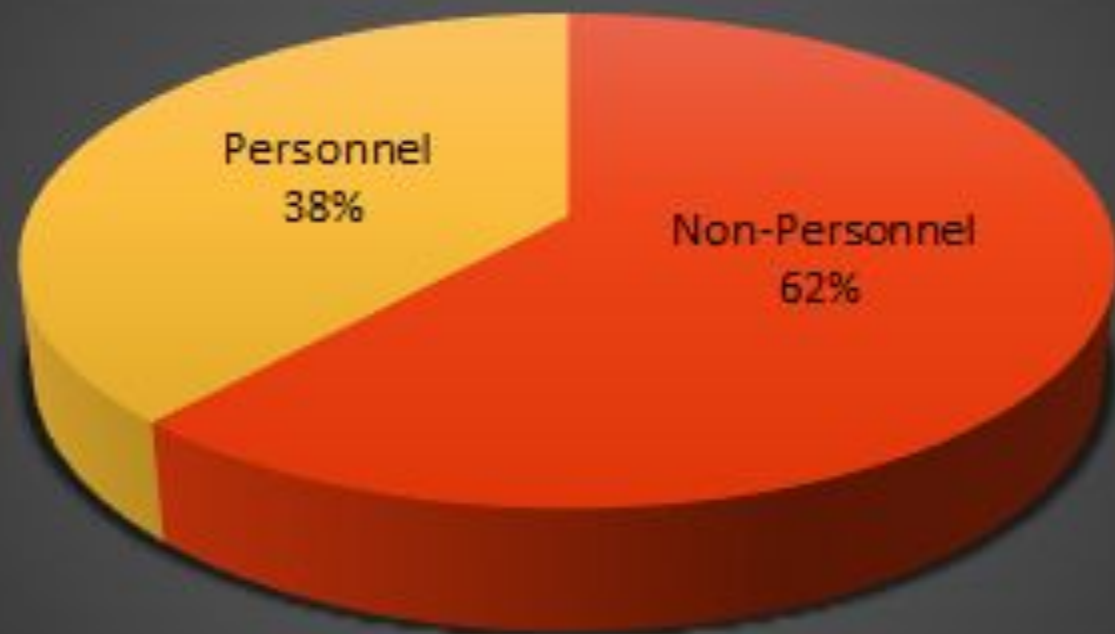


■ Year 1 ■ Year 2 ■ Year 3

## ESSER Spending by Investment Category

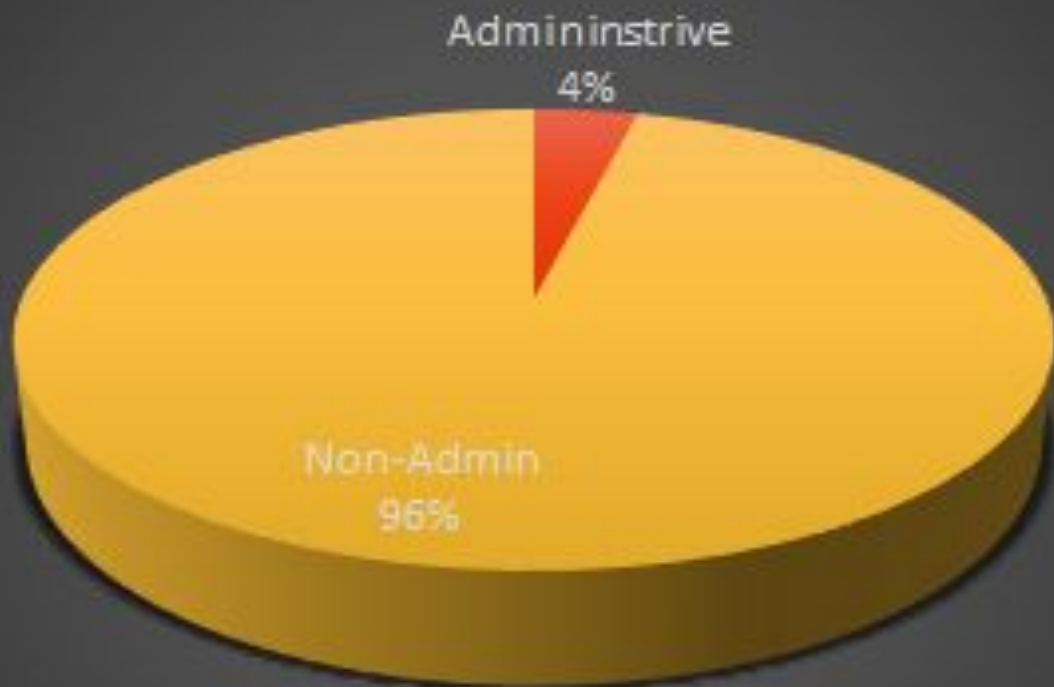


# ESSER SPENDING BY PERSONNEL AND NON-PERSONNEL



■ Non-Personnel    ■ Personnel

# Admin vs Non-Admin



■ Administrative ■ Non-Admin



## Next Steps

- Balance ESSER spending plans with final grant amounts
- Continue collaboration with City agencies and community partners to further refine investment opportunities related to facilities, professional learning and extended learning time
- Prepare and submit grant application to the Department of Elementary and Secondary Education (DESE)
- Following approval of final grant application...
  - post jobs (after SC approval), interview and hire highly qualified educators for all newly identified positions
  - post Requests For Proposals (RFPs) and complete all remaining required steps in the procurement process for all contractual services